

## Doosan Bobcat Human Rights Policy

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Doosan Bobcat respects the human rights of not only its employees but of all stakeholders engaged in its management activities, and advises third parties, including suppliers and business partners, to practice human rights management at the same level. The human rights policy of Doosan Bobcat stipulates basic human rights to be guaranteed, regardless of a person's origin, gender, ethnicity, or other conditions. We establish and practice human rights management based on internationally recognized principles of human rights, such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the Ten Principles of the UN Global Compact.

Doosan Bobcat provides various channels, such as an online whistle-blowing center, for all internal and external stakeholders, including employees, suppliers, and customers, to report human rights related grievances. We operate a grievance mechanism that protects whistle blowers under confidentiality principles and handles all issues promptly and fairly.

- **Guarantee of non-discrimination in hiring and freedom of association and collective bargaining:** We do not discriminate in employment, including with respect to position and remuneration, on the basis of gender, religion, disability, age, social status, region of origin, or other legally protected status. In addition, we recognize the freedom of association and collective bargaining for employees and do not disadvantage employees for participating in labor union activities.
- **Prohibition of forced/child labor and human trafficking:** We do not accept any form of forced labor that may occur in our business activities and abide by the minimum age for employment set by the country of business. In the event that we find we have hired a minor, we will take immediate remedial measures to ensure compliance and prevent all wrongful labor practices that damage human dignity.
- **Ensuring industrial safety and responsible supply chain management:** We strive to maintain a safe working environment and follow environmental, health and safety laws and standards that apply to our workplaces. In addition, we adopt separate safety and health measures for pregnant women, people with disabilities and other vulnerable workers. We establish and continuously review our Supplier Code of Conduct, and support all our business partners' efforts to practice human rights management. We regularly conduct human rights assessments of our key suppliers to ensure responsible business practices throughout our supply chain. When adverse human rights impacts are identified, corrective actions are assigned to suppliers, and if these actions are not taken, we develop mitigation plans to ensure supply chain continuity.
- **Protection of human rights and environmental rights of local residents:** We respect local residents' rights to life and freedom of relocation, as well as their individual rights related to safety and property ownership. In addition, we adhere to the principle of a preventive approach to environmental issues and systematically implement plans to prevent, mitigate, and control serious environmental damage and environmental disasters.
- **Protection of customer human rights:** We pay careful attention to marking design, manufacturing conditions, and other indications on products in accordance with legal standards to prevent product defects from causing damage to the life, health, or safety of customers. If damage is detected after a product is launched on the market, we notify customers of the risk and recall the product immediately. Moreover, we take necessary measures to protect all personal information collected by our company based on our policy of respecting the privacy of customers and employees.

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**DOOSAN** Bobcat